

WHAT IS CLAIMED IS:

1. A method for determining candidates to interview, said method comprising the steps of:

generating a database including at least one characteristic for each individual;

normalizing the characteristics;

displaying results for each individual based on the normalized characteristics; and

selecting at least one candidate to interview.

2. A method in accordance with Claim 1 wherein the database includes at least one of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills, said method further comprising the step of gathering the information for the database.

3. A method in accordance with Claim 1 wherein the step of normalizing the characteristics further comprises the steps of:

obtaining pre-determined desired qualities associated with each characteristic; and


normalizing characteristics of each candidate with the pre-determined desired qualities associated with each characteristic.

4. A method in accordance with Claim 1 wherein said step of ranking each individual further comprises the steps of:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by a pre-determined value representing a total amount possible.

5. A method in accordance with Claim 1 further comprising the step of displaying the results of the candidates in at least one of a tabular output format and a graphical output format.

 6. A selection system for determining candidates to interview, said system comprising:

a database comprising at least one characteristic for each candidate;
a processor programmed to:
normalize the characteristics; and
display results for each candidate based on normalized characteristics.

7. A selection system in accordance with Claim 6 wherein said database comprises at least one of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

10 8. A selection system in accordance with Claim 6 wherein to normalize the characteristics, said processor programmed to:

obtain pre-determined desired qualities associated with each characteristic; and

15 normalize characteristics of each candidate to desired known qualities associated with each characteristic.

9. A selection system in accordance with Claim 6 wherein said processor programmed to:

rank each candidate based on normalized characteristics; and
sum the normalized characteristics of each candidate.

20 10. A selection system in accordance with Claim 9 wherein to rank each candidate based on normalized characteristics, said processor further programmed to divide the sum total of all normalized characteristics by an amount representing a pre-determined possible total.

25 11. A selection system in accordance with Claim 6 wherein to display results of each candidate, said processor further programmed to display results in at least one of a tabular output format and a graphical output format.

12. Apparatus for screening candidates to interview, said apparatus comprising:

a processor comprising a memory and programmed to:
generate a database comprising at least one characteristic for each
candidate;
normalize the characteristics; and
display results for each candidate based on normalized characteristics.

13. Apparatus in accordance with Claim 12 wherein said database comprises at least one of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

14. Apparatus in accordance with Claim 12 wherein to normalize the characteristics, said processor further programmed with pre-determined desired qualities associated with each characteristic.

15. Apparatus in accordance with Claim 12 wherein to normalize the characteristics, said processor further programmed to normalize candidate characteristics with known qualities associated with each characteristic.

16. Apparatus in accordance with Claim 12 wherein to rank each candidate, said processor further programmed to:
sum the normalized characteristics of each candidate; and
divide the sum total of the normalized characteristics by an amount representing a pre-determined possible total.

17. Apparatus in accordance with Claim 16 wherein said processor further programmed to display results of each candidate in a tabular output format.

18. Apparatus in accordance with Claim 16 wherein said processor further programmed to display results of each candidate in a graphical output format.